

28 November 2019

To: Karen Carey, Provost

From: Erica Hill, Professor of Anthropology
Daniel Monteith, Associate Professor of Anthropology
Lora Vess, Chair of Social Science

re: Expedited Review of Anthropology Concentration

In a memo dated 12 November, Provost Carey requested a review of historical data on Anthropology courses and student enrollment in order to determine how many faculty are needed to service this concentration. Through AY19, the Social Science department had three full-time ANTH faculty. The Ketchikan faculty member (Chapman) has since resigned, and one of two Juneau faculty has taken a secondment to the National Science Foundation (Hill). While Juneau faculty have a 3:3 load, Ketchikan ANTH faculty have generally taught a 4:4 load.

Provost Carey specifically asked that the following questions be addressed in the review:

1. Can Dr. Hill's position be filled with a three year term position?
2. Can one faculty position fulfill the needs in Juneau and Ketchikan and can this position teach online and hybrid?

Answer: The summary data presented below clearly demonstrate the need for a **minimum of three full-time faculty members** to fulfill current demand. At least one faculty member must be based in Ketchikan in order offer to distance and hybrid courses. Demand was assessed through review of the last five years of Spring and Fall ANTH courses, headcounts, and course and student credit hours.

Through Spring 2019, ANTH faculty offered on average **four GER** courses per semester with a total average headcount of 96. **One FTE ANTH** position is therefore necessary just to cover GER courses each semester, assuming the current levels of demand continue. An additional **1.5 FTEs are required to cover upper-division ANTH courses** that service the B.A. Social Science, BLA, and Geography degrees.

While Hill's position could hypothetically be filled by a full-time term position, the Juneau campus currently offers limited classroom support for hybrid teaching. Only one classroom (Egan 108) is currently outfitted with a 'smart screen.' Without a full-time faculty member in Ketchikan, an estimated 200+ student credit hours will be lost each regular semester.

Should administration decide to hire/retain **only two full-time** ANTH faculty, the following negative outcomes are expected:

- inability of BASS and BLA students with ANTH concentrations (primary or secondary) to graduate in a timely fashion (i.e., in four or five years);
- fewer students choosing to major in Social Science;
- inability of existing ANTH faculty to continue teaching non-ANTH service courses, including introductory- level Tlingit language (GER), ANS 100 (GER), HUM 120, SSCI 200, and GEOG 499;
- loss of independent study options for students (representing, on average, 2 courses per semester); independent study courses facilitate student research (e.g., URECA), enable students to participate in internships, and assist students to graduate on time (e.g., when a student needs one or two more upper division credits).
- reduction in advising capacity; ANTH faculty routinely advise students in the BASS, BLA, and Geography degrees;
- reduction in service capacity (e.g., UAF Institutional Review Board; MAU faculty review committees; UAS and SW ad hoc and standing committees).

SUMMARY DATA

The following data covers the period AY15–19; all data from Summer courses are excluded; courses taught by adjuncts through Ketchikan are included in the averages.

OVERALL

- Average total headcount per semester for ANTH courses = 200
- Average **course** credit hours per semester = 35
- Average student credit hours per semester = 580
- Average student credit hours per semester (distance delivery) = 243
- Average student credit hours per semester (on campus) = 336

Assuming a full-time teaching load of 9 course credit hours per semester and including supervision of internships and independent study courses, **3.5 full-time faculty members are required to meet current ANTH demand**. This demand has been met to date with three full-time faculty, plus an adjunct instructor (Brown) in Ketchikan. Priscilla Schulte, currently in an administrative position, has also taught several courses over the past five years on an as-needed basis.

GERS

Anthropology faculty routinely offer three General Education required courses. These courses are alternately offered on campus in Juneau and either on-line or on-campus from Ketchikan (e.g., ANTH 202 is offered in the fall in Ketchikan, and the spring in Juneau).

For the period AY15–19:

- Average GER headcount per semester for ANTH courses = 96
- Average GER course credit hours per semester = 12
- Average student credit hours per semester = 288
- Average student credit hours per semester (distance delivery) = 105
(average of 17.5 students per course)
- Average student credit hours per semester (on campus) = 180
(average of 30 students per course)

One FTE is therefore necessary just to cover GERs. Since GER courses introduce students to the Social Science degree, any decline in the number of ANTH GERs offered will likely negatively impact the number of Social Science majors. GER courses also offer opportunities for faculty to make connections with students through advising, an advantage that will be lost should administration choose to rely on adjunct or term labor.

In addition to their importance as GER options, ANTH GER courses are either required or one of a limited set of options for the following programs:

- *ANTH 101 / Introduction to Anthropology
 - one of four Social Science options for pre-Nursing certificate
- *ANTH 202 / Cultural Anthropology
 - required for BASS primary and secondary concentrations
 - required for BLA primary concentration
 - required for Anthropology minor
 - one of four Social Science options for pre-Nursing certificate
- *ANTH 205 / Biological Anthropology
 - required for BASS primary and secondary concentrations
 - required for BLA primary concentration
 - required for Anthropology minor

Upper-Division Courses

The ANTH concentration is an essential and popular option in both the B.A. Social Science and B.L.A. degrees. A primary concentration in Anthropology requires two GER courses, plus 18 additional credits (i.e., 6 additional courses), most of which are upper-division.

ANTH faculty routinely offer five upper-division courses per semester (e.g., distance + on campus in both Juneau and Ketchikan). These courses typically cover three of the four fields of expertise in Anthropology (i.e., Cultural Anthropology, Archaeology, Biological Anthropology).

Ideally, faculty would represent each of these three fields. While ANTH faculty cross-teach at the lower division, upper-division courses should reflect the faculty member's field of expertise. With the loss of Chapman and Hill, upper-division Biological Anthropology and Archaeology

course offerings will suffer. Without appropriate faculty expertise, students will not receive adequate coverage of the disciplinary fields.

At the exit interviews held each semester with B.A. Social Science graduates, students routinely express dissatisfaction with the breadth of upper-division courses offered. They indicate that there are too few course options, making it difficult to fulfill the requirement of 6 ANTH courses beyond the two GERs over the course of two or three years. Should upper-division ANTH course offerings further contract, students will be forced to choose one of the following options: 1) change their degree; 2) change their concentration; 3) take distance courses via UAA or UAF. Alternatively, students may choose to transfer either elsewhere in Alaska or out-of-state.

Several upper-division ANTH courses currently fulfil the B.A. Social Science methods requirement, including ANTH 311 / Archaeology and ANTH 363 / Ethnohistory. Failure to regularly offer these methods courses will therefore negatively impact B.A. Social Science degree completion rates even when a student does not have a primary and secondary concentration in ANTH.

Upper-division ANTH courses are also integrated into the both Geography degrees. ANTH 312 / GEOG 312 (Humans and the Environment) is *required* for the Geography B.A. and B.S.. It is an option for the BASS and BLA degrees. Several other ANTH courses (e.g., ANTH 408 / Ethnobiology; ANTH 342 Arctic Anthropology) are options to fulfill breadth requirements in the Geography degrees. ANTH/ GEOG 312 has generally alternated between on-campus Juneau (taught by Monteith) and on-line taught through Ketchikan (Chapman). This course therefore currently unavailable on-line.

ANTH faculty also routinely offer upper-division independent study courses and supervise internships. In an average semester, faculty offer two such courses without overload compensation. During B.A. Social Science exit interviews, students routinely report that independent research and internship experiences are highlights of their years at UAS. Limited opportunities for students to work independently will likely have negative impacts on student satisfaction rates.

In sum, in order to offer an adequate selection of upper-division ANTH courses for students to graduate with an ANTH concentration in the B.A. Social Science or B.L.A., at least **1.5 FTEs are needed just to cover upper-division courses.**

Given the organization of the discipline into fields, it is unrealistic to expect that one or two faculty members could provide appropriate instruction at the upper division in fields beyond their areas of expertise in the long-term. While it may be possible to sustain the ANTH concentration with only two faculty members for two or three years, this is not a viable option for the long-term success of the Social Science degree.